

Individual Development Plan

Leadership Competencies Development Program (Based on OPM's Executive Core Qualifications (ECQs))

Participant Name: _____ Mentor Name: _____ Supervisor Name: _____

Executive Core Qualification 1: Leading Change

This core qualification encompasses the ability to develop and implement an organizational vision which integrates key national and program goals, priorities, values, and other factors. Inherent to it is the ability to balance change and continuity—to continually strive to improve customer service and program performance within the basic Government framework, to create a work environment that encourages creative thinking and to maintain focus, intensity and persistence even under adversity.

Competencies: Continual Learning, Creativity and Innovation, External Awareness, Flexibility, Resilience, Service motivation, Strategic Thinking, Vision

Developmental Objectives (List specific competencies to develop)	Developmental Activities	Dates		Cost
		Beginning	Ending	

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Executive Core Qualification 2 Leading People

This core qualification involves the ability to design and implement strategies which maximize employee potential and foster high ethical standards in meeting the organization’s vision, mission and goals.

Competencies: Conflict Management, Cultural Awareness, Integrity/Honesty, Teambuilding

Developmental Objectives (List specific competencies to develop)	Developmental Activities	Dates		Cost
		Beginning	Ending	

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Executive Core Qualification 3: Results Driven

This core qualification stresses accountability and continuous improvement. It includes the ability to make timely and effective decisions and produce results through strategic planning and the implementation and evaluation of programs and policies.

Competencies: Accountability, Customer Service, Decisiveness, Entrepreneurship, Problem Solving, Technical Credibility

Developmental Objectives (List specific competencies to develop)	Developmental Activities	Dates		Cost
		Beginning	Ending	

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Executive Core Qualification 4: Business Acumen

This core qualification involves the ability to acquire and administer human, financial, material and information resources in a manner that instills public trust and accomplishes the organization’s mission; also, it involves the ability to use new technology to enhance decision making.

Competencies: Financial Management, Human Resources Management, Technology Management

Developmental Objectives (List specific competencies to develop)	Developmental Activities	Dates		Cost
		Beginning	Ending	

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Executive Core Qualification 5: Building Coalitions/Communication

This core qualification involves the ability to explain, advocate and express facts and ideas in a convincing manner and negotiate with individuals and groups both internally and externally. It also involves the ability to develop an expansive professional network with other organizations, and to identify the internal and external politics that impact the work of the organization.

Competencies: Continual Influencing/Negotiating, Interpersonal Skill, Oral communication, Partnering, Political Savvy, Written Communication

Developmental Objectives (List specific competencies to develop)	Developmental Activities	Dates		Cost
		Beginning	Ending	

NOAA Individual Development Plan Continuation for _____

Please photocopy this continuation Page as many times as necessary to provide additional space for completing responses to the Executive Core Qualifications. Be sure to attach continuation pages to the respective ECQ pages.

Continuation of ECQ: ___ 1. Leading Change ___ 2. Leading People ___ 3. Results Driven
 ___ 4. Business Acumen ___ 5. Building Coalitions/Communication

Developmental Objectives (List specific competencies to develop)	Developmental Activities	Dates		Cost
		Beginning	Ending	